

**PERSON SPECIFICATION**

**Post Title/Grade:** Director of Psychology Service

 / Consultant Clinical Psychologist Band 9

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|  | * **ESSENTIAL**
 | **DESIRABLE** | **MEASURE** |
| **Experience** |  Experience in senior service manager role with responsibility for delivering psychological therapies where duties include:* Allocation of resources
* Development of clinical pathways
* Recruitment procedures
* Development of staff
* Performance and appraisal
* Representing the service with external partners or agencies (e.g. Universities)
* Complaints & feedback
* Clinical Governance

Experience of strategic service development or service transformation workExtensive relevant experience as a Consultant Clinical Psychologist with substantial experience as a Clinical Psychologist prior to thisEvidence of wider contribution to the profession/health and social care at national level Extensive experience of multi-agency, multi-professional co-operation  | Senior manager experience is in HSCP or NHS settingExperience of autonomous budget holding Experience of strategic financial planning and managementExperience working within or managing a range of different psychological specialties and across different settingsExperience of co-producing work with people with lived experience, carers, families and third sector organisationsRecord of having publications in peer reviewed journal or equivalent Experience in distilling expert psychological information into understandable language for use by Communications or Complaints & FeedbackTeams  | Application & interview using National Assessors |

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| **Qualifications/ Training** | Undergraduate degree in psychology recognised as conferring eligibility for BPS membershipPost-graduate Doctoral level training in Clinical Psychology (or its equivalent) as accredited by the BPS or the HCPCRegistration with the HCPCSignificant further specialist post-doctoral training, supervision and experience in evidence-based psychological interventions Formal training in supervisionEvidence of continued professional development as required by the BPS & HCPC | Specific training/ qualifications in management.Evidence of further accredited/or accreditable training in psychological therapiesParticipation in leadership courses | Application & interview using National Assessors |
| **Key Skills/Abilities** | Ability to manage, organise and develop a large serviceLeadership abilities including:* Ability to lead effective teams
* Ability to manage conflict while fostering trust and respect
* Ability to motivate staff and inspire high performance in individuals and teams
* Ability to innovate
* Ability to lead organisational change
* Ability to lead/contribute to performance management /disciplinary procedures as required
* Ability to identify and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice within all domains of applied psychology within the organisation

Capable of achieving cultural change, including positively influencing this within wider organisational and multi-agency structuresAbility to use information systems to monitor and evaluate servicesAbility to work cooperatively with other staff and disciplinesAwareness of and ability to assess risk at clinical, operational & strategic levelsProven competence in supervising senior staffCompetence in a range of assessment and therapeutic approachesCompetence in conducting audit and researchCapacity to communicate well with a wide variety of individuals and groupsAbility to articulate the value added by psychology services within the context of health & social care systemsExcellent interpersonal skills and evidence of an ability to engage with a wide range of colleagues, both within psychology and out-with the professionCapacity for self-reflection and ability to use constructively both clinical/managerial supervision and feedback from colleaguesDemonstrate ethics, values and personal qualities / behaviours consistent with the vision, culture and values of NHS Fife  | Competency in a range of therapeutic modalitiesAble to engage colleagues in care, care pathway & service planningIT skills that support qualitative or quantitative research.Highly developed knowledge of health & social care organisationsAbility to engage people with lived experience & carers in service planning | Application & interview using National Assessors |
| **Job-related knowledge** | Highly developed knowledge of relevant psychological assessment theories and treatment approachesSkills in the use of complex methods of psychological assessment, intervention and managementFamiliarity with policy and management requirements in NHS/HSCPA thorough understanding of issues relevant to the planning and delivery of Psychology servicesGood understanding of professional issues and developmentsAbility to articulate and interpret clearly the role of the profession based upon good understanding of the framework of governance and national professional policyDoctoral level knowledge of research design, methodology, and service evaluation & record of encouraging and enabling others to conduct researchKnowledge of policy and legislation and its implications for both clinical practice and professional management in relation to the client group in mental and physical health.Ability to interpret and articulate clearly the role of applied psychology based upon a good understanding of the framework of national and local policy and strategy within the wider organisational context.  | Evidence, either through CPD or clinical work, of developments and drivers in psychology servicesInterest in leadership roles within the wider psychology profession | Application & interview using National Assessors |